

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOMA LINDA,
CALIFORNIA, MODIFYING WAGES, HOURS, AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT FOR UNREPRESENTED EMPLOYEES,
INCLUDING PAID-CALL EMPLOYEES

WHEREAS, the City Council has made a determination to implement certain changes in wages, hours, and conditions of employment for unrepresented employees, including Paid-call employees; and

NOW, THEREFORE, be it resolved by the City Council of the City of Loma Linda that:

I. Term

The terms of this resolution shall be effective for the period beginning July 1, 2004 and ending June 30, 2006.

II. Salaries and Wages

A. Effective with the pay period including July 1, 2004, all employees shall receive a cost of living salary adjustment (COLA) of three (3) percent. (See Attachment A.)

B. Effective with the pay period including July 1, 2005, all employees shall receive a cost of living salary adjustment (COLA) of three (3) percent. (See Attachment B.)

III. Insurance/Deferred Compensation

Effective July 1, 2004, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$675.00 for all full-time employees.

IV. Retiree Medical Contribution

The current \$75 per month contribution to the retiree medical insurance be adjusted as necessary by the statutory minimum as set by CalPERS:

During calendar year 2004, \$32.20;

During calendar year 2007, \$80.80

During calendar year 2005, \$48.40;

During calendar year 2008, \$97.00

During calendar year 2006, \$64.60

Commencing January 1, 2009, the employer's contribution shall be adjusted annually by the board to reflect any change in the medical care component of the Consumer Price Index.

V. Drayson Center Membership

Effective July 1, 2004, the City will pay the annual membership fee for any full-time employee wishing to join the Drayson Center.

VIII. Administrative Leave

Effective July 1, 2004, the Administrative Leave for affected employees shall be as follows:

At the rate of 80 hours per year:

City Clerk	Finance Director
City Manager	Public Safety Director/Fire Chief
Community Development Director	Public Works Director/City Engineer
Economic Development Director	

At the rate of 70 hours per year:

Accountant	Field Services Supervisor
Accounting Manager	Information Systems Manager
Associate Engineer	Senior Accountant/Financial Analyst
Division Chief	Senior Planner
Equipment Maintenance Supervisor	Utility Services Supervisor

PASSED, APPROVED AND ADOPTED this 22nd day of June 2004 by the following vote:

Ayes:
Noes:
Abstain:
Absent:

Karen Gaio Hansberger, Mayor

ATTEST:

Pamela Byrnes-O'Camb, City Clerk

CITY OF LOMA LINDA
 POSITION CLASSIFICATION AND COMPENSATION PLAN
 TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES
 UNREPRESENTED EMPLOYEES
 AS OF JULY 1, 2004

CLASS	RANGE	MONTHLY SALARY	F STEP
Administrative Secretary	96	2,981 - 3,624	3,714
Information Systems Technician	106	3,134 - 3,809	3,904
Personnel Assistant/ Assistant to City Clerk	111	3,213 - 3,905	4,003
Executive Secretary to the City Manager	125	3,445 - 4,188	4,292
Administrative Assistant	125	3,445 - 4,188	4,292
Accountant	132	3,568 - 4,337	4,445
Field Services Supervisor	142	3,750 - 4,558	4,672
Senior Accountant/ Financial Analyst	147	3,845 - 4,673	4,790
Equipment Maintenance Supervisor	152	3,942 - 4,791	4,911
Associate Planner	155	4,001 - 4,864	4,985
Assistant to the City Manager	160	4,102 - 4,986	5,111
Utility Services Supervisor	162	4,143 - 5,036	5,162
Associate Engineer	195	4,885 - 5,938	6,086
Public Works Superintendent	195	4,885 - 5,938	6,086
Senior Planner	195	4,885 - 5,938	6,086
City Clerk	226	5,702 - 6,931	7,104
Fire Division Chief	226	5,702 - 6,931	7,104
Assistant City Manager	239	6,084 - 7,358	7,542
Economic Development Director	249	6,395 - 7,773	7,967
Finance Director	253	6,524 - 7,930	8,128
Information Systems Director	253	6,524 - 7,930	8,128
Community Development Director	271	7,136 - 8,675	8,891
Public Safety Director/ Fire Chief	273	7,208 - 8,762	8,981
Public Works Director	278	7,390 - 8,983	9,207
City Manager		139,256 annually .	

CITY OF LOMA LINDA
POSITION CLASSIFICATION AND COMPENSATION PLAN
TABLE OF POSITIONS CLASSIFICATIONS AND HOURLY RATES
HOURLY EMPLOYEES
AS OF JULY 1, 2004

CLASS		
Student Intern (dependent upon qualifications)	8.57 - 11.78	
Crossing Guard	8.35	
Maintenance Worker Aide	11.01	
Business License Inspector (p/t)	18.75	

CITY OF LOMA LINDA
 POSITION CLASSIFICATION AND COMPENSATION PLAN
 TABLE OF CLASSIFICATION AND PAY RATES
 PAID-CALL AND RESERVE FIREFIGHTER PROGRAMS
 EFFECTIVE JULY 1, 2004

	Hourly	Weeknight On-call	Weekend/ Holiday On-call	12-hr Shift	24-hr Shift	Monthly Stipend
FF Trainee	9.19	18.38	36.75	110.25	220.50	
FF	9.42	18.85	37.70	113.09	226.19	
FF Squad Certified	9.66	19.32	38.65	115.94	231.87	
Apparatus Operator	9.89	19.78	39.55	118.66	237.31	
Engineer	10.15	20.29	40.58	121.75	243.49	
Trainee Paramedic	11.41	22.82	45.65	136.95	273.90	
Paramedic	11.70	23.40	46.80	140.41	280.82	
Firefighter Apprentice	9.66			115.94	231.87	
PSO Division Chief				108.50	217.01	443.22
PSO/Fire Chief				108.50	217.01	443.22

CITY OF LOMA LINDA
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 UNREPRESENTED EMPLOYEES
 AS OF JULY 1, 2005

CLASS	RANGE	MONTHLY SALARY	F STEP
Administrative Secretary	96	3,071 - 3,640	3,732
Information Systems Technician	106	3,228 - 3,923	4,021
Personnel Assistant/Assistant to City Clerk	111	3,309 - 4,022	4,123
Executive Secretary to the City Manager	125	3,549 - 4,313	4,421
Administrative Assistant	125	3,549 - 4,313	4,421
Accountant	132	3,675 - 4,467	4,578
Field Services Supervisor	142	3,863 - 4,695	4,812
Senior Accountant/Financial Analyst	147	3,960 - 4,814	4,934
Equipment Maintenance Supervisor	152	4,060 - 4,935	5,059
Associate Planner	155	4,121 - 5,010	5,135
Assistant to the City Manager	160	4,225 - 5,136	5,265
Utility Services Supervisor	162	4,268 - 5,188	5,317
Associate Engineer	195	5,031 - 6,116	6,269
Public Works Superintendent	195	5,031 - 6,116	6,269
Senior Planner	195	5,031 - 6,116	6,269
City Clerk	226	5,873 - 7,138	7,317
Fire Division Chief	226	5,873 - 7,138	7,317
Assistant City Manager	239	6,266 - 7,617	7,807
Economic Development Director	249	6,587 - 8,006	8,206
Finance Director	253	6,719 - 8,168	8,372
Information Systems Director	253	6,719 - 8,168	8,372
Community Development Director	271	7,351 - 8,935	9,158
Public Safety Director/Fire Chief	273	7,424 - 9,024	9,250
Public Works Director	278	7,612 - 9,252	9,484
City Manager		143,434 annually	

CITY OF LOMA LINDA
POSITION CLASSIFICATION AND COMPENSATION PLAN
TABLE OF POSITIONS CLASSIFICATIONS AND HOURLY RATES
HOURLY EMPLOYEES
AS OF JULY 1, 2005

CLASS	HOURLY RATE
Student Intern (dependent upon qualifications)	8.83 - 12.13
Crossing Guard	8.60
Maintenance Worker Aide	11.34
Business License Inspector (p/t)	19.31

CITY OF LOMA LINDA
 POSITION CLASSIFICATION AND COMPENSATION PLAN
 TABLE OF CLASSIFICATION AND PAY RATES
 PAID-CALL AND RESERVE FIREFIGHTER PROGRAMS
 EFFECTIVE JULY 1, 2005

	Hourly	Weeknight On-call	Weekend/ Holiday On-call	12-hr Shift	24-hr Shift	Monthly Stipend
FF Trainee	9.47	18.93	37.86	113.59	227.18	
FF	9.70	19.41	38.81	116.43	232.86	
FF Squad Certified	9.95	19.90	39.80	119.40	238.80	
Apparatus Operator	10.19	20.37	40.75	122.24	244.48	
Engineer	10.45	20.91	41.82	125.45	250.91	
Trainee Paramedic	11.75	23.50	47.01	141.03	282.06	
Paramedic	12.05	24.10	48.20	144.61	289.22	
Firefighter Apprentice	9.95			119.40	238.80	
PSO Division Chief				111.76	223.52	456.52
PSO/Fire Chief				111.76	223.52	456.52